

# 2012

## Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

DEPARTMENT OF VETERANS AFFAIRS  
AGENCY RESULTS

UNITED STATES  
OFFICE OF PERSONNEL MANAGEMENT



Over  
**687,000**  
Federal  
Employees'  
Opinions

# DEPARTMENT OF VETERANS AFFAIRS

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		2,476	5,540	2,364	2,009	898	13,287	NA
	%	59.0	17.7	41.3	18.4	15.4	7.2	100.0	
2. I have enough information to do my job well.	N		2,493	6,886	1,998	1,435	442	13,254	NA
	%	70.8	18.8	52.0	15.2	10.6	3.4	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2,518	4,744	2,479	2,304	1,146	13,191	NA
	%	54.5	18.4	36.1	19.1	17.3	9.0	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		4,168	5,682	1,777	1,011	609	13,247	NA
	%	73.6	30.5	43.2	13.8	7.7	4.8	100.0	
*5. I like the kind of work I do.	N		5,734	5,639	1,196	416	243	13,228	NA
	%	85.7	42.7	43.0	9.2	3.2	2.0	100.0	
6. I know what is expected of me on the job.	N		4,266	6,302	1,396	855	362	13,181	NA
	%	80.6	32.8	47.8	10.5	6.1	2.8	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		8,364	4,402	319	68	99	13,252	NA
	%	96.0	61.5	34.4	2.6	0.6	0.8	100.0	
8. I am constantly looking for ways to do my job better.	N		6,673	5,564	826	108	91	13,262	NA
	%	91.9	49.1	42.8	6.4	0.9	0.8	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,389	4,690	2,212	3,073	1,879	13,243	35
	%	46.3	10.5	35.7	17.0	22.9	13.9	100.0	
*10. My workload is reasonable.	N		1,318	5,506	2,195	2,524	1,662	13,205	33
	%	52.6	10.1	42.5	16.9	18.3	12.2	100.0	
*11. My talents are used well in the workplace.	N		2,154	5,484	2,159	1,972	1,255	13,024	68
	%	58.1	16.3	41.9	16.8	15.3	9.8	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		4,135	7,098	1,271	417	271	13,192	43
	%	84.4	30.0	54.4	10.3	3.2	2.2	100.0	
*13. The work I do is important.	N		7,571	4,859	548	110	95	13,183	25
	%	94.2	56.7	37.5	4.2	0.8	0.7	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		2,935	5,394	1,941	1,859	1,094	13,223	55
	%	62.5	21.7	40.8	14.9	14.0	8.6	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		3,260	5,156	1,906	1,473	1,260	13,055	202
	%	64.5	24.7	39.7	14.5	11.2	9.8	100.0	
16. I am held accountable for achieving results.	N		4,082	6,943	1,489	396	251	13,161	66
	%	82.8	29.7	53.1	11.9	3.2	2.1	100.0	

Survey Administration Period: May 22, 2012 to July 2, 2012

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\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Sample

Number of surveys completed: 13,303

Number of surveys administered: 43,088

Response Rate: 30.9%

# DEPARTMENT OF VETERANS AFFAIRS

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		2,930	4,764	2,529	1,198	1,393	12,814	399
	%	58.9	21.5	37.4	20.4	9.5	11.1	100.0	
*18. My training needs are assessed.	N		1,957	5,305	2,936	1,840	1,065	13,103	142
	%	55.8	14.8	41.0	22.5	13.7	8.0	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		3,564	5,165	1,732	1,449	1,079	12,989	297
	%	67.1	27.0	40.1	13.6	11.0	8.4	100.0	
*20. The people I work with cooperate to get the job done.	N		3,057	6,093	2,016	1,489	603	13,258	NA
	%	67.8	22.2	45.5	16.0	11.4	4.9	100.0	
*21. My work unit is able to recruit people with the right skills.	N		1,180	4,717	3,274	2,485	1,286	12,942	328
	%	45.4	8.8	36.5	25.7	18.9	10.0	100.0	
*22. Promotions in my work unit are based on merit.	N		958	3,117	3,682	2,490	2,223	12,470	780
	%	30.4	6.6	23.7	30.4	20.5	18.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		766	3,053	3,327	2,750	2,599	12,495	749
	%	28.7	5.5	23.2	27.2	22.5	21.6	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		881	3,338	3,610	2,888	2,026	12,743	503
	%	31.8	6.4	25.4	28.9	22.8	16.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,149	3,753	3,243	2,310	2,149	12,604	640
	%	37.2	8.4	28.8	26.5	18.6	17.7	100.0	
26. Employees in my work unit share job knowledge with each other.	N		2,595	6,757	1,979	1,088	777	13,196	54
	%	69.4	18.6	50.8	15.8	8.6	6.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		2,041	5,023	3,544	1,329	934	12,871	366
	%	53.1	15.0	38.1	28.6	10.8	7.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		5,521	5,416	1,835	314	122	13,208	NA
	%	81.8	40.8	41.0	14.6	2.5	1.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		1,794	6,991	2,309	1,164	411	12,669	174
	%	68.9	13.8	55.1	18.9	9.0	3.3	100.0	

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# DEPARTMENT OF VETERANS AFFAIRS

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		1,046	4,207	3,202	2,762	1,438	12,655	192
	%	41.0	7.9	33.1	26.0	21.4	11.6	100.0	
31. Employees are recognized for providing high quality products and services.	N		1,290	4,301	3,018	2,504	1,519	12,632	197
	%	42.6	9.5	33.1	24.6	20.2	12.6	100.0	
*32. Creativity and innovation are rewarded.	N		1,079	3,388	3,630	2,663	1,759	12,519	308
	%	34.5	8.1	26.4	29.7	21.3	14.5	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		537	1,958	3,190	3,407	3,038	12,130	689
	%	20.3	4.2	16.1	26.1	28.1	25.5	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		1,657	5,090	3,523	909	884	12,063	763
	%	54.6	12.7	41.9	29.8	7.9	7.8	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		2,617	6,767	1,832	908	606	12,730	97
	%	72.7	19.3	53.3	14.9	7.4	5.1	100.0	
*36. My organization has prepared employees for potential security threats.	N		2,279	6,808	2,102	883	547	12,619	184
	%	71.7	17.3	54.4	17.0	6.8	4.5	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		1,864	4,174	2,869	1,593	1,768	12,268	531
	%	47.7	13.7	34.0	24.1	13.2	15.0	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		2,552	4,993	2,451	880	1,158	12,034	728
	%	61.0	19.5	41.5	21.1	7.7	10.2	100.0	
39. My agency is successful at accomplishing its mission.	N		2,281	6,394	2,720	703	445	12,543	229
	%	67.9	16.6	51.3	22.9	5.5	3.7	100.0	
40. I recommend my organization as a good place to work.	N		3,020	5,419	2,601	1,185	555	12,780	NA
	%	65.7	22.9	42.8	20.9	9.0	4.4	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		1,910	3,518	3,117	1,778	1,311	11,634	1,147
	%	47.1	16.7	30.4	26.6	14.9	11.4	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		3,559	5,370	1,757	976	929	12,591	91
	%	69.8	27.3	42.5	14.3	8.0	7.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		2,841	4,677	2,464	1,471	1,152	12,605	65
	%	58.5	21.4	37.2	19.9	12.0	9.6	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		2,725	4,622	2,443	1,473	1,237	12,500	135
	%	58.2	21.0	37.2	19.8	11.8	10.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		2,700	4,543	3,038	736	843	11,860	784
	%	59.8	21.5	38.3	26.1	6.5	7.7	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2,547	4,690	2,668	1,484	1,191	12,580	62
	%	56.8	19.6	37.1	21.6	11.7	9.9	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2,802	4,793	2,537	1,246	1,143	12,521	136
	%	59.4	21.5	37.9	20.7	10.3	9.6	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3,543	5,218	1,860	1,307	695	12,623	NA
	%	68.6	27.0	41.6	15.1	10.4	5.9	100.0	
49. My supervisor/team leader treats me with respect.	N		4,232	5,265	1,624	837	644	12,602	NA
	%	74.7	32.4	42.3	13.1	6.7	5.4	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		3,331	6,006	1,382	1,331	550	12,600	NA
	%	72.9	25.1	47.8	11.5	10.9	4.7	100.0	
*51. I have trust and confidence in my supervisor.	N		3,664	4,068	2,302	1,337	1,234	12,605	NA
	%	60.5	28.0	32.5	18.6	10.5	10.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		4,350	3,731	2,583	1,038	876	12,578	NA
	%	63.4	33.8	29.6	20.8	8.6	7.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		1,222	3,760	3,186	2,504	1,544	12,216	158
	%	39.7	9.4	30.3	26.8	20.8	12.8	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1,785	4,316	2,902	1,521	1,430	11,954	419
	%	49.6	13.8	35.9	25.0	13.0	12.4	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1,883	5,226	2,778	1,054	904	11,845	479
	%	58.4	14.8	43.6	24.2	9.3	8.1	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1,837	5,788	2,400	1,309	892	12,226	116
	%	61.0	14.0	47.0	20.5	10.9	7.6	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1,836	5,594	2,654	959	720	11,763	536
	%	61.6	14.4	47.3	23.6	8.4	6.4	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		1,566	4,405	2,844	1,866	1,315	11,996	335
	%	49.1	12.3	36.8	24.4	15.5	11.0	100.0	
59. Managers support collaboration across work units to accomplish work objectives.	N		1,581	4,620	2,949	1,581	1,198	11,929	374
	%	50.9	12.4	38.6	25.6	13.1	10.3	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		2,404	3,752	2,882	1,263	1,231	11,532	751
	%	52.1	19.8	32.2	25.5	11.4	11.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		2,279	3,858	2,914	1,693	1,342	12,086	217
	%	49.8	18.1	31.7	24.9	14.0	11.3	100.0	
62. Senior leaders demonstrate support for Work/Life programs.	N		1,640	3,434	3,335	1,375	1,102	10,886	1,406
	%	45.3	14.2	31.0	31.7	12.6	10.4	100.0	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		1,472	4,203	2,918	2,596	958	12,147	NA
	%	45.9	11.4	34.4	24.4	21.5	8.2	100.0	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		1,280	4,171	2,982	2,605	1,094	12,132	NA
	%	43.8	9.8	34.0	25.6	21.4	9.3	100.0	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		1,490	3,766	2,865	2,472	1,524	12,117	NA
	%	42.4	11.5	30.9	23.9	20.6	13.1	100.0	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		1,137	3,761	3,617	2,351	1,232	12,098	NA
	%	39.7	8.9	30.8	30.5	19.3	10.5	100.0	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1,159	3,249	3,451	2,404	1,842	12,105	NA
	%	35.3	8.9	26.4	28.4	20.4	15.9	100.0	
*68. How satisfied are you with the training you receive for your present job?	N		1,652	4,859	2,881	1,745	959	12,096	NA
	%	53.5	13.0	40.6	24.1	14.2	8.2	100.0	

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		2,621	5,299	2,213	1,311	664	12,108	NA
	%	64.8	20.9	43.8	18.8	10.9	5.6	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		1,691	4,717	2,190	2,296	1,208	12,102	NA
	%	50.4	12.2	38.2	18.8	19.9	10.8	100.0	
71. Considering everything, how satisfied are you with your organization?	N		1,765	5,011	2,801	1,764	772	12,113	NA
	%	55.1	13.7	41.4	23.7	14.7	6.4	100.0	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	3,317	22.2
No	8,124	71.6
Not sure	658	6.2
Total	12,099	100.0

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	367	3.0
I telework 1 or 2 days per week.	391	2.4
I telework, but no more than 1 or 2 days per month.	196	1.2
I telework very infrequently, on an unscheduled or short-term basis.	538	3.3
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5,213	47.1
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	549	4.8
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	3,268	28.9
I do not telework because I choose not to telework.	1,118	9.4
Total	11,640	100.0

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## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
Yes	2,381	17.6
No	5,667	48.7
Not available to me	3,924	33.6
Total	11,972	100.0

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
Yes	2,897	24.0
No	7,685	65.0
Not available to me	1,363	10.9
Total	11,945	100.0

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
Yes	1,459	12.5
No	9,764	80.9
Not available to me	756	6.6
Total	11,979	100.0

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
Yes	398	3.7
No	9,695	80.6
Not available to me	1,903	15.7
Total	11,996	100.0

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
Yes	360	3.4
No	9,715	80.8
Not available to me	1,954	15.8
Total	12,029	100.0



# **DEPARTMENT OF VETERANS AFFAIRS** **2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		460	543	334	111	47	1,495	430
	%	63.3	27.4	35.9	27.1	6.5	3.2	100.0	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		847	1,035	285	88	34	2,289	151
	%	79.5	33.3	46.2	14.6	4.2	1.7	100.0	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		540	1,478	606	94	18	2,736	259
	%	73.0	18.3	54.7	23.2	3.2	0.6	100.0	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		273	644	341	42	21	1,321	215
	%	69.9	20.7	49.2	25.4	3.3	1.4	100.0	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		69	143	114	14	7	347	121
	%	62.0	20.2	41.8	31.5	4.5	2.0	100.0	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		70	143	76	7	1	297	104
	%	70.4	23.0	47.4	26.6	2.6	0.3	100.0	

Survey Administration Period: May 22, 2012 to July 2, 2012

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Sample

Number of surveys completed: 13,303

Number of surveys administered: 43,088

Response Rate: 30.9%

# DEPARTMENT OF VETERANS AFFAIRS

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

85. Where do you work?		<b>N</b>	<b>%</b>
	Headquarters	4,437	38.1
	Field	7,219	61.9
	<b>Total</b>	<b>11,656</b>	<b>100.0</b>
*86. What is your supervisory status?		<b>N</b>	<b>%</b>
	Non-Supervisor	7,934	66.6
	Team Leader	1,847	15.5
	Supervisor	1,308	11.0
	Manager	665	5.6
	Executive	151	1.3
	<b>Total</b>	<b>11,905</b>	<b>100.0</b>
*87. Are you:		<b>N</b>	<b>%</b>
	Male	4,595	38.8
	Female	7,239	61.2
	<b>Total</b>	<b>11,834</b>	<b>100.0</b>
*88. Are you Hispanic or Latino?		<b>N</b>	<b>%</b>
	Yes	826	7.0
	No	10,906	93.0
	<b>Total</b>	<b>11,732</b>	<b>100.0</b>
*89. Please select the racial category or categories with which you most closely identify.		<b>N</b>	<b>%</b>
	American Indian or Alaska Native	158	1.4
	Asian	521	4.6
	Black or African American	2,090	18.3
	Native Hawaiian or Other Pacific Islander	87	0.8
	White	8,179	71.5
	Two or more races	406	3.5
	<b>Total</b>	<b>11,441</b>	<b>100.0</b>

# DEPARTMENT OF VETERANS AFFAIRS

## 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

90. What is your age group?

	N	%
25 and under	86	0.7
26-29	379	3.2
30-39	1,739	14.9
40-49	3,140	26.8
50-59	4,511	38.5
60 or older	1,852	15.8
Total	11,707	100.0

91. What is your pay category/grade?

	N	%
Federal Wage System	851	7.2
GS 1-6	2,464	20.8
GS 7-12	4,715	39.9
GS 13-15	2,087	17.7
Senior Executive Service	121	1.0
Senior Level (SL) or Scientific or Professional (ST)	123	1.0
Other	1,462	12.4
Total	11,823	100.0

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	233	2.0
1 to 3 years	2,102	17.7
4 to 5 years	1,812	15.3
6 to 10 years	2,309	19.5
11 to 14 years	1,276	10.8
15 to 20 years	1,152	9.7
More than 20 years	2,963	25.0
Total	11,847	100.0

## DEPARTMENT OF VETERANS AFFAIRS 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	387	3.3
<b>1 to 3 years</b>	2,642	22.5
<b>4 to 5 years</b>	2,063	17.6
<b>6 to 10 years</b>	2,342	20.0
<b>11 to 20 years</b>	2,118	18.0
<b>More than 20 years</b>	2,186	18.6
<b>Total</b>	11,738	100.0

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
<b>No</b>	8,255	69.7
<b>Yes, to retire</b>	681	5.8
<b>Yes, to take another job within the Federal Government</b>	1,859	15.7
<b>Yes, to take another job outside the Federal Government</b>	445	3.8
<b>Yes, other</b>	602	5.1
<b>Total</b>	11,842	100.0

95. I am planning to retire:

	N	%
<b>Within one year</b>	404	3.5
<b>Between one and three years</b>	1,045	9.0
<b>Between three and five years</b>	1,305	11.2
<b>Five or more years</b>	8,884	76.3
<b>Total</b>	11,638	100.0

## DEPARTMENT OF VETERANS AFFAIRS 2012 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

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96. Self-Identify as:

	N	%
Heterosexual or Straight	9,769	86.2
Gay, Lesbian, Bisexual, or Transgender	270	2.4
I prefer not to say	1,293	11.4
Total	11,332	100.0

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	4,022	34.1
No	7,765	65.9
Total	11,787	100.0

98. Are you an individual with a disability?

	N	%
Yes	2,436	20.7
No	9,338	79.3
Total	11,774	100.0



United States  
Office of Personnel Management  
Planning and Policy Analysis

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